DOCUMENTS CROSS-REFERENCED

ATTACHED:

D/ Pers 85 - 0118

DDA 85 - 0143

SECRET

313

17 January 1985

NOTE FOR: DDA
     DDI *ER85-313/1*
     DDO *ER85-813/2*
     DDS&T *ER85-313/3*

FROM :   ExDir

    I asked the Office of Personnel to pull this data together, thinking that it might tell us something useful about how experienced the personnel in our various components are. Now that we have it, I'm not quite sure how much insight it offers, but I pass it on to you anyway.

    It's a measure of how many years of experience on the average our officers in grades GS-12 through GS-15 in the various offices have. In other words, OGC lawyers (the top office on the list) averages 5 1/2 years of service per employees GS-12 through 15. At the other end of the spectrum, NIC employees at the same grade levels average nearly 29 years of experience. The information on this list is contrary to at least some folk wisdom. A recent IG report, for example, commented that one of our offices was filled with very experienced folks. In fact, that office appears very high on this list. Over to you.

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85-0118

DD/A Registry
85-0143

JAN 1 1 1985

MEMORANDUM FOR: Executive Director

VIA: Deputy Director for Administration

FROM: Robert W. Magee
                  Director of Personnel

SUBJECT: Agency Experience

1. We have developed a report, as you requested, documenting man years of Agency experience in each office and division in order to better assess our overall fitness. We restricted our attention to officers in the GS-12 to GS-15 ranks and used Career Service designations rather than organizational assignments in order to preserve a homogeneous mix of skill and functional areas. I have attached a copy of the report as presently formatted. Since we frequently update the personnel data bases, a report like this could easily be furnished on a quarterly or yearly basis as needed.

2. We found that over 90 percent of [   ] offices and divisions surveyed averaged between 10 and 25 years of experience per professional staffer. Overall there were few surprises, although the offices and divisions in the Administration and the Operations Career Services seemed to average nearly five more years of experience per staffer than those in the Intelligence Career Service.

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3. The data we have collected represents only one measure of experience, namely years of Agency service. Alternatively, we could define experience as years as an officer or as a supervisor in the Agency. Also, we could include outside employment or restrict our attention to years of service in job-related occupations only. It may also be of interest to look at the way experience is distributed across a component, i.e., how many officers have accumulated one to five years of service, how many six to ten years, etc. In-depth studies of this sort would be much more involved than the present effort, but could be undertaken by our Human Resources Planning Staff. Let me know what your reaction is to the attached material, and what further analysis you would like us to undertake.

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Robert W. Magee

Attachment: As Stated

UNCLASSIFIED when separated
from the SECRET attachment

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Everything you ever wanted to know, and
what little you didn't ask!

P/00

SUBJECT: Distribution

Distribution:
Original & 1 - Addressee w/atts
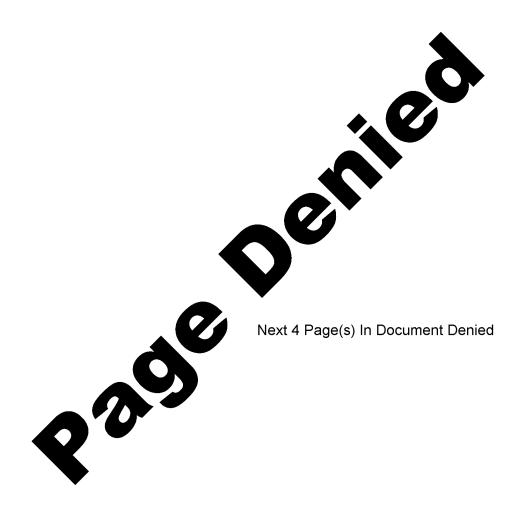   1 - Executive Registry w/atts
           2 - DDA w/atts
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           1 - D/OP w/atts
           1 - DD/PA&E w/atts
           3 - HRPS w/atts

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8:01 AM -- 19 December 1984

84-4441

Note To: Robert W. Magee
           Harry E. Fitzwater

25X1   From: [   ]

Subject: man years of experience per component

We talked a couple of months ago about some way of looking periodically
at how many "man years of experience per professional staffer" we had,
component by component -- all to give us a sense of which a better sense
of the overall "health" and capability of [   ] divisions and office 25X1
Have you made any progress? Merry Xmas.

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